

	POSITION TITLE 	INTENSIVE CARE – TRANSITIONAL YEAR FELLOWSHIP		
	DIRECTORATE	Hospital Group	DEPARTMENT	Intensive Care Unit
	REPORTING TO (operationally)	Operations Manager ED/ICU/Transport	REPORTING TO (professionally)	Head of Department, ICU
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Intensive Care/High Dependency Unit, in Health New Zealand Te Whatu Ora Te Matau a Māui Hawke’s Bay Staff reporting Both direct and indirect: SMO’s, Registrars, CNM, ACNM’s, CNE, R/N’s, Administrators, Anaesthetic Technicians.			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> The Transition Year (TY) refers to the final mandatory 12 months of intensive care training undertaken by a trainee in a unit approved by the College of intensive Care Medicine (CICM) The TY is called the Fellow in our unit. This is a role between that of registrar and consultant, with flexibility and graded responsibility to allow increasing clinical autonomy, and development of non-clinical skills (for example in research, quality, and/or administration) This experience gained in this role should assist the movement of the trainee into specialist practice and build on those skills and attributes acquired in the early years of training. The HB ICU fellow is appointed as a junior consultant (on the MECA.) with the expectation that they will acquire skills in this time with mentoring coaching and feedback to be a confident independent practitioner 			
KEY DELIVERABLES	<p>CICM REQUIREMENT FOR THE YEAR – AS THEY APPLY TO OUR UNIT These are based on the CICM guideline objectives of training for TY. T-26 document all are achievable in Hawke’s Bay</p> <p>General objectives to achieve key competencies as:</p> <ol style="list-style-type: none"> Medical (clinical) Expert Communicator Collaborator (team worker) Manager (leader) Health advocate Scholar (educator) Professional <p>Specific objectives:</p> <ol style="list-style-type: none"> Clinical supervisor and team leader skills Teaching Administration <p>ABOUT THE ROLE</p> <ul style="list-style-type: none"> Acts as primary SMO for rostered clinical duties (call, 2nd on and HDU). Engaged in ward rounds, seeing patients and directing investigations and treatment Participating in wider discussions on management of individual patients, meeting with patient relatives, and liaison with other medical personnel in the hospital concerning the co-ordination of patient management Other activities include teaching and supervision of the RMOs, rational use of resources (within agreed protocols and guidelines where they exist), regular review of medication charts, management or problem plans, and wider communication with staff, patients and families <p>Successful performance as a Fellow will be measured by:</p> <ul style="list-style-type: none"> Evidence of a team-based approach, with active learning and communication Effective supervision of RMOs and students (HBICU has TI’s and elective students) Attendance and participation in complex activities, including discussions with supervising specialists around patient management decisions and the successful running of the complex on call days <p>SUPERVISION AND TRAINING</p> <p>Supervision: The Supervisor of Training (SoT) will meet with the fellow monthly and there will be formal feedback and assessment every three months. Periodic discussion of progress with the Clinical Head of Department is advised.</p> <p>Clinical supervision of the Fellow:</p> <ol style="list-style-type: none"> Direct: during weekday working hours, plus any time when direct assistance or advice is required there is direct supervision by a rostered Intensivist. By phone: there is an expectation of an afternoon and/or evening discussion between the Fellow and the supervising Intensivist, which may be in person or by phone. There will be a further discussion and debrief the following morning, or at any other time when the Fellow wishes for advice or assistance. 			

	<p>c) Any Fellow who is a CICM trainee undertaking their transition year will also have a college Supervisor of Training.</p> <p>d) The Fellow will be allocated a mentor from the SMO group for support, advice and assistance. This mentor should not be the Clinical Head of Department (CH) nor the Supervisor of Training (SoT) as these prescribed roles may give rise to a conflict of interest.</p> <p>e) At the start of the year there will be close direct supervision of the Fellow, and as the year progresses this will gradually become less intense as the Fellow takes on more responsibility and autonomy, subject to approval by the SoT and HOD.</p> <p>Teaching: Teaching by the SMOs for the Fellow:</p> <ul style="list-style-type: none"> • An in-house teaching roster will be arranged focusing including development of management and professional skills 		
HEALTH & SAFETY RESPONSIBILITIES	<p>Health NZ Hawke’s Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> ○ Not to do anything that puts your own H&S at risk ○ Not to do anything that puts others H&S at risk ○ To follow all health and safety policies and procedures ○ To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm)</p>		
KEY WORKING RELATIONSHIPS	<table border="0"> <tr> <td style="vertical-align: top;"> <p>INTERNAL</p> <ul style="list-style-type: none"> • Senior medical staff • Resident medical officers • Health Service Managers and teams across Health NZ Hawke’s Bay services and specialist community and regional services • Health Service Support services • Hospital Co-ordination Unit • Duty Managers • Chief Nursing & Midwifery Officer • Acute Service Speciality Teams (Emergency Department, Radiology, etc) </td> <td style="vertical-align: top;"> <p>EXTERNAL</p> <ul style="list-style-type: none"> • Other service providers • Primary and NGO sector • Regional/other Health NZ services • Flight Services • Tertiary Centres </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Senior medical staff • Resident medical officers • Health Service Managers and teams across Health NZ Hawke’s Bay services and specialist community and regional services • Health Service Support services • Hospital Co-ordination Unit • Duty Managers • Chief Nursing & Midwifery Officer • Acute Service Speciality Teams (Emergency Department, Radiology, etc) 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other service providers • Primary and NGO sector • Regional/other Health NZ services • Flight Services • Tertiary Centres
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DELEGATION AND DECISION	Within the Intensive Care Physician scope of practice		
HOURS OF WORK	Up to 80 hours per fortnight, part-time or full-time negotiable		
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Senior Medical and Dental Officers Collective Agreement, Fellowship salary scale unless the Fellow has vocational registration with the New Zealand Medical Council of New Zealand according to qualifications and experience.		
DATE	April 2024		
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A		

ESSENTIAL CRITERIA

Qualifications (e.g. tertiary, professional)

- Appropriate medical degree recognised by the Medical Council of New Zealand.

Experience

- Wide range of Intensive Care Medicine procedures
- Supervision and teaching of junior medical staff
- Working within a multidisciplinary team
- Development and maintenance of clinical audit

Business / Technical Skills

- Ability to use patient information systems etc
- Experience in a wide range of Intensive Care Medicine procedures
- Experience in providing Intensive Care for paediatric patients
- Experience and interest in aeromedical transport
- Experience in supervision and teaching of junior medical staff
- Experience in working within a multidisciplinary team
- Experience in the development and maintenance of links with SMOs and other specialty teams within the region
- Experience in the development and maintenance of clinical audit

Key Attributes

- Excellent interpersonal skills with ability to work with patients in a multicultural and multidisciplinary setting.
- Demonstrates leadership as a behaviour.
- Able to establish and maintain constructive relationships.
- Able to demonstrate professional confidence
- Credibility and integrity (embraces professionalism and ethical practice)
- Ability to grasp implications of a situation quickly
- Effective communication skills
- Positive attitude with problem solving focus

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

Category A role which requires you to be fully vaccinated for COVID-19



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing *respect* for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous *improvement* in everything we do. This means that I actively seek to improve my service.

RARANGATE TIRA PARTNERSHIP
Working together in *partnership* across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality *care* to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.